EBDM Change Target Selection Process

Process

1. Collaboratively agree upon the criteria that will be used to select change targets for further exploration. (This document contains criteria for consideration used by previous teams, however each team will determine their own criteria.) Selection of a change target does not predict an outcome but instead, will result in a "deeper look" into the issue and (potentially) the development of change strategies.
2. Apply criteria against the identified "opportunities for improvement."
   a. Identify opportunities that meet all/most of the criteria.
   b. Rank order opportunities. (#1 is the opportunity that best meets the criteria.) (Teams may decide that opportunities that meet none/very few of the criteria be excluded from the ranked list.)
3. Collaboratively agree upon the number of change targets to be selected for further exploration.
4. Establish work groups to explore each area further.
   a. Work groups should be chaired by a member of the policy team.
   b. Work groups should be multi-disciplinary. (This brings different perspectives to the table, supports greater systemwide understanding and alignment and, thereby, further enhances true collaboration.)
   c. Work groups should include some individuals who are not on the policy team. (This provides an opportunity to bring additional people into the EBDM work in a substantive way and brings additional "on the ground" experience into the work.)
   d. Work groups should follow a similar process of exploring their change target and reporting back to the policy team. (See "EBDM Workgroup Process" for further information.)

Possible Criteria for Selecting Change Targets

- Alignment (change area offers the potential to more closely align policies and practices with the team's vision and values, the EBDM Principles, and risk/harm reduction research)
- Impact (change in this area offers potential for high impact)
- Feasibility (change in this area seems possible in light of current fiscal, political, collaborative context)
- Low Reaching (change in this area may be easily obtained and provide for a "quick win")
- High Reaching (change in this area unlikely easily obtained; a "stretch goal")
- Other (other criteria as identified by the team)

For state teams:

- Local concern (change in this area is encouraged by local EBDM teams)

Additional consideration:

- The array of change targets selected collectively involve most/all decision points/parts of the system/team members/agencies rather than concentrating on one or a few sectors of the system (to reinforce the team's collaborative work and increase systemwide impact)